

## **NOTE FOR ESTABLISHMENT SUBCOMMITTEE OF FINANCE COMMITTEE**

### **Creation and Deletion of Shadow Posts for Civil Servants Working in the Vocational Training Council**

#### **INTRODUCTION**

This paper informs Members of the number of shadow posts created and deleted by the Administration for civil servants working in the Vocational Training Council (VTC) in 2008-09.

#### **BACKGROUND**

2. Upon the transfer of operational responsibilities and staff from the former Technical Education and Industrial Training Department to the VTC with effect from 1 August 1991, the Finance Committee delegated to the Administration the authority to create and delete shadow posts, in both directorate and non-directorate ranks, required to accommodate civil servants working under the VTC. The objective of the shadow posts is to preserve the promotion prospects and pension benefits of these civil servants for so long as they remain in the civil service, even though they are not working in a government department per se. The shadow posts will be deleted when the incumbents move on to other positions within the VTC (in which case shadow posts corresponding to the new positions will be created) or leave the civil service. The Administration has undertaken to submit annually to the Establishment Subcommittee a consolidated return on the shadow posts so created and deleted (Establishment Subcommittee Paper EC 1991-92 Item 22).

3. The delegated authority referred to in paragraph 2 above has been exercised by the then Permanent Secretary for Education and Manpower since 1 January 2003, and by the Permanent Secretary for Education since 1 July 2007.

**/SHADOW .....**

**SHADOW POSTS CREATED AND DELETED IN 2008-09**

4. In 2008-09, the Administration deleted six shadow posts in the VTC, resulting in a balance of 40 shadow posts as at 31 March 2009. The deletion of six posts is due to natural wastage. Details are at the Enclosure.

Encl.

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Education Bureau  
August 2009

**Enclosure to ECI(2009-10)6**

**Number of Shadow Posts Created and Deleted  
for Civil Servants Working in the Vocational Training Council (VTC)  
during the Period 1 April 2008 to 31 March 2009**

<b>Year</b>	<b>Month</b>	<b>No. of posts created</b>	<b>No. of posts deleted</b>
2008	April	-	-3 (1 Workshop Instructor II (VTC), 1 Senior Assistant Executive Director (VTC), 1 Assistant Lecturer (VTC))
	May	-	-1 (1 Senior Vocational Studies Tutor (VTC))
	June	-	-
	July	-	-
	August	-	-
	September	-	-
	October	-	-1 (1 Artisan (VTC))
	November	-	-
	December	-	-
2009	January	-	-1 (1 Chief Inspector of Apprentices (VTC))
	February	-	-
	March	-	-
		<hr/> <b>0</b> <hr/>	<hr/> <b>-6</b> <hr/>

As at 31 March 2009, there were 40 shadow posts for accommodating civil servants working in the VTC.

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